

RECORD OF PROCEEDINGS
AIR FORCE BOARD FOR CORRECTION OF MILITARY RECORDS

IN THE MATTER OF:

DOCKET NUMBER: 98-01061

DEC 11 1998

COUNSEL: None

HEARING DESIRED: No

Applicant requests that he be directly promoted to the grade of chief master sergeant as if selected for promotion during the 97E9 promotion cycle. Applicant's submission is at Exhibit A.

As noted by the Air Force, in their advisory opinions of 12 June and 12 Aug 1998 (Exhibits C and E), the indorser's duty title and final evaluator's position block were incorrect. These technical errors have been corrected and the applicant was provided supplemental promotion consideration to the grade of chief master sergeant for the 97E9 cycle and nonselected. Therefore, the only issue under consideration by this Board is applicant's request for direct promotion to the grade of chief master sergeant. The appropriate Air Force offices evaluated applicant's allegations and provided advisory opinions to the Board recommending his request for direct promotion be denied. The advisory opinions were forwarded to the applicant for review and response (Exhibit D). As of this date, no response has been received by this office.

After careful consideration of applicant's request and the available evidence of record, we find insufficient evidence of error or injustice to warrant the applicant be promoted to the grade of chief master sergeant. The facts and opinions stated in the advisory opinions appear to be based on the evidence of record and have not been rebutted by applicant. Absent persuasive evidence applicant was denied rights to which entitled, appropriate regulations were not followed, or appropriate standards were not applied, we find no basis to disturb the existing record.

Accordingly, applicant's request for direct promotion to the grade of chief master sergeant is denied.

The Board staff is directed to inform applicant of this decision. Applicant should also be informed that this decision is final and will only be reconsidered upon the presentation of new relevant evidence which was not reasonably available at the time the application was filed.

Members of the Board Mrs. Barbara A. Westgate, Dr. Gerald B. Kauvar, and Ms. Rita J. Maldonado considered this application on 3 December 1998 in accordance with the provisions of Air Force Instruction 36-2603, and the governing statute, 10, U.S.C. 1552.


BARBARA A. WESTGATE
Panel Chair

Exhibits:

- A. Applicant's DD Form 149
- B. Available Master Personnel Records
- C. Advisory Opinions
- D. AFBCMR Ltr Forwarding Advisory Opinions
- E. Addendum to Air Force Advisory Opinion
- F. AFBCMR Ltr Forwarding Advisory Opinion



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS AIR FORCE PERSONNEL CENTER
RANDOLPH AIR FORCE BASE TEXAS

MEMORANDUM FOR AFBCMR

12 Jun 98

FROM: HQ AFPC/DPPPEP
550 C Street West Ste 07
Randolph AFB TX 78150-4709

SUBJ: Application for Correction of Military Records (DD Form 149)
[REDACTED]

REQUESTED ACTION: Applicant requests the endorser's duty title and final evaluator's position be changed on his Enlisted Performance Report (EPR) closing 4 Feb 97. He also requests he be awarded Chief Master Sergeant (E-9). This advisory will only address the EPR issue.

BASIS FOR REQUEST: Applicant bases this request on the fact the endorser signed his EPR while in the position of the 8 Fighter Wing Commander (8 FW/CC). Applicant states this is evidenced by the EPR in his personnel record that shows section VIII is marked "A" for Senior Rater.

BACKGROUND: It does not appear applicant first requested a correction of record via AF Form 948.

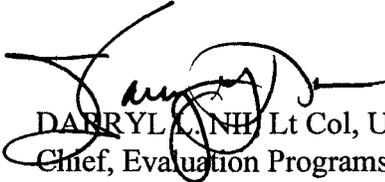
FACTS: The governing directive for the report closing 4 Feb 97 is AFI 36-2403, *The Enlisted Evaluation System (EES)*, dated 15 Jul 94.

DISCUSSION: The endorser's duty title is incorrect on the contested report. This is evidenced by the AF Form 35, *Request and Authorization for Assumption of/Appointment to Command*, dated 14 Feb 97, on which the endorser was granted temporary appointment of command for the 8th Fighter Wing, effective 23 Feb 97. Furthermore, the endorser states he was the 8th Fighter Wing Commander on G-series orders when he signed the contested EPR on 4 Mar 97.

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We cannot determine when or where the change was made to the final evaluator's position, however, we believe it was done based on the erroneous duty title. AFI 36-2403, para 4.12.4, lists the position of squadron commander as an example of an "Intermediate Level" or "C level" evaluator. It is apparent someone determined the final evaluator's position was mismarked because of the duty title used, and they changed the final evaluator's position from "A" (a position for used for wing commanders) to "C" (a position used for squadron commanders). This particular change was only made to the original report filed in the applicant's Selection Folder. The copy filed in the applicants Unit Personnel Record Group still shows the final evaluator's position as "A".

RECOMMENDATIONS: Based on our review, we recommend approval of the applicant's request to change the endorser's duty title to, ~~1~~⁷th Fighter Wing Commander" and the final evaluator's position block to indicate, "Senior Rater".


DARRYL L. NIH Lt Col, USAF
Chief, Evaluation Programs Branch

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DEPARTMENT OF THE AIR FORCE
HEADQUARTERS AIR FORCE PERSONNEL CENTER
RANDOLPH AIR FORCE BASE TEXAS

17 JUN 1998

MEMORANDUM FOR AFPCAIPPPAB
AFBCMR

FROM: HQ AFPC/DPPPWB
550 C Street West, Ste 9
Randolph AFB TX 78150-4711

SUBJECT: Application for Correction of Military Records _____

Requested Action. The applicant is requesting the AFBCMR correct his Enlisted Performance Report (EPR) closing 4 Feb 98 and automatic promotion to CMSgt. We will address the supplemental promotion consideration issue should the request be approved.

Reason for Request. The applicant states the duty title for Block VIII "A" marked Senior Rater for Colonel Penar should be 8" Fighter Wing Commander.

Facts. See AFPC/DPPPAB Ltr.

Discussion. The first time the report was considered for promotion was cycle 97E9 to chief master sergeant (promotions effective Jan 98 - Dec 98). Should the AFBCMR void the report in its entirety, upgrade the overall rating, or make any other significant change, providing he is otherwise eligible, the applicant will be entitled to supplemental promotion consideration beginning with cycle 97E9. The applicant claims that he will not be selected for promotion during the supplemental process even if the change is made to the EPR. We strongly disagree with his request for an automatic promotion to CMSgt. If a correction is made to the EPR he will be provided supplemental promotion consideration in accordance with approved policy and procedures - the same policy and procedures applicable to his contemporaries under similar circumstances.

Recommendation. We defer to the recommendation of AFPCAIPPPAB concerning a correction to the EPR. Recommend his request for an automatic promotion to CMSgt be denied.


TONY R. MERRITT
Chief, Inquiries/AFBCMR Section
Enlisted Promotion & Mil Testing Br



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DEPARTMENT OF THE AIR FORCE
HEADQUARTERS AIR FORCE PERSONNEL CENTER
RANDOLPH AIR FORCE BASE TEXAS

20 JUL 1998

MEMORANDUM FOR AFBCMR

FROM: HQ AFPC/DPPPAB
550 C Street West, Suite 8
Randolph AFB TX 78150-4710

SUBJECT: [REDACTED]

Requested Action. The applicant requests correction of the 4 Feb 97 enlisted performance report (EPR) and direct promotion to the grade of Chief Master Sergeant (CMSgt) as if selected for promotion during the 97E9 promotion cycle.

Basis for Request. The senior rater's duty title on the contested EPR was erroneous. As a result, someone moved the "X" in Section VIII, FINAL EVALUATOR'S POSITION from block A, SENIOR RATER, to block C, INTERMEDIATE LEVEL. He requests the Board grant him direct promotion to the grade of CMSgt because he does not believe a supplemental promotion board will consider the changes significant enough to select him for promotion.

Recommendation. Deny.

Facts and Comments.

- a. The application is timely. The applicant did not file a similar appeal under AFI 36-2401, Correcting Officer and Enlisted Evaluation Reports, as would have been appropriate. However, we routed the case through the Evaluation Reports Appeal Board (ERAB) and they have corrected the contested EPR. A copy of their 1 Jul 98 decision memorandum is included with our advisory.
- b. AFI 36-2403, The Enlisted Evaluation System, 15 Jul 94, is the governing directive.
- c. In support of his appeal, the applicant includes a copy of the contested and proposed corrected version of the 4 Feb 97 EPR; a 7 Apr 98 memorandum from HQ ACC/IGI; a copy of his Senior NCO (Noncommissioned Officer) Evaluation Brief; copies of decoration citations; and copies of several of his EPRs.
- d. The ERAB approved the applicant's request to correct the Feb 97 EPR. A copy of the official "corrected copy" is attached to the ERAB decision memorandum. This advisory will address the applicant's request for a direct promotion to the grade of CMSgt.

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e. We concur with the advisories written by HQ AFPC/DPPPEP, 12 Jun 98, and HQ AFPC/DPPPWB, 17 Jun 98, and do not believe a direct promotion to the grade of CMSgt to be appropriate in this instance. To do so would circumvent the competitive nature of the promotion process and would be unfair to all the other Senior Master Sergeants (SMSgts) who also had corrections made to a portion of their records but did not receive a direct promotion. However, we would not object to the Board directing he receive supplemental promotion consideration to the grade of CMSgt in accordance with Air Force policy.

Summary. Based on the evidence provided, our recommendation of denial is appropriate.


JOYCE E. HOGAN

Chief, BCMR and SSB Section
Directorate of Pers Program Mgt

Attachment:
HQ AFPC/DPPPAE Memo, 1 Jul 98, w/Atch



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1 Jul 98

MEMORANDUM FOR 95 MSS/DPMPE

FROM: HQ AFPC/DPPPAE
550 C Street West, Ste 8
Randolph AFB, TX 78150-4710

SUBJECT.: AFI 36-2401 Decision: [REDACTED]
Report Closing: 4 Feb 97

The AFI 36-2603 application submitted by [REDACTED] was partially approved by the Evaluation Reports Appeal Board (ERAB) under AFI 36 240 1. The Board approved the request to correct his 4 Feb 97 report. The ERAB was not empowered to approve [REDACTED]'s request for a direct promotion to CMSgt; therefore, his application will continue processing under AFI 36-2603 for consideration of that request.

Please destroy the report listed above and insert the attached corrected report. Review any attachments (LOEs, letters of mitigation, etc.) to the uncorrected report and, if appropriate, attach them to the corrected report. If applicable, PDS has been updated. Please provide a copy of this memorandum to SMSgt Royal notifying him of the Board's decision.

SIGNED

KENNETH R. WHITT, MSgt, USAF
Supt, Evaluation Reports Appeal Sec
Directorate of Pers Prgm Mgmt

Attachment
Corrected 4 Feb 97 Report

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95 PSC

SENIOR ENLISTED PERFORMANCE REPORT (MSGT thru CMSGT)

I. RATEE IDENTIFICATION DATA (Read AF136-2403 carefully before completing any item)

1. NAME (Last, First, Middle Initial) [REDACTED]	2. SSN [REDACTED]	3. GRADE SMSGT	4. DAFSC 2W091
5. ORGANIZATION, COMMAND, AND LOCATION [REDACTED]		6a. PAS CODE [REDACTED]	6b. SRID OR174
7. PERIOD OF REPORT From: 5 Feb 96 Thru: 4 Feb 97		8. NO. DAYS SUPERVISION 335	9. REASON FOR REPORT Annual

II. JOB DESCRIPTION

[REDACTED]

[REDACTED]

[REDACTED]

<input type="checkbox"/> Inefficient. An unprofessional performer	<input type="checkbox"/> Good performer. Performs routine duties satisfactorily	<input type="checkbox"/> Excellent performer. Consistently produces high quality work	<input checked="" type="checkbox"/> The exception. Absolutely superior in all areas
<input type="checkbox"/> Lacking. Needs considerable improvement.	<input type="checkbox"/> Sufficient. Gets job accomplished.	<input type="checkbox"/> Extensive knowledge of all primary duties and related positions.	<input checked="" type="checkbox"/> Excels in knowledge of all related positions. Mastered all duties

3. LEADERSHIP (Consider whether ratee motivates peers or subordinates, maintains discipline, sets and enforces standards, evaluates subordinates fairly and consistently, plans and organizes work, and fosters teamwork)

<input type="checkbox"/> Ineffective.	<input type="checkbox"/> Gets satisfactory results.	<input type="checkbox"/> Highly effective leader.	<input checked="" type="checkbox"/> Exceptionally effective leader.
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4. MANAGERIAL SKILLS (Consider how well member uses time and resources)

<input type="checkbox"/> Ineffective	<input type="checkbox"/> Manages resources in a satisfactory manner.	<input type="checkbox"/> Skillful and competent	<input checked="" type="checkbox"/> Dynamic. capitalizes on all opportunities
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5. JUDGEMENT (Consider how well ratee evaluates situations and reaches logical conclusions)

<input type="checkbox"/> Poor	<input type="checkbox"/> Sound	<input type="checkbox"/> Emphasizes logic and decision making	<input checked="" type="checkbox"/> Highly respected and skilled
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6. PROFESSIONAL QUALITIES (Consider ratee's dedication and preservation of traditional military values, integrity and loyalty)

<input type="checkbox"/> Unprofessional, unreliable	<input type="checkbox"/> Meets expectations	<input type="checkbox"/> Sets an example for others to follow	<input checked="" type="checkbox"/> Epitomizes the Air Force professional
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7. COMMUNICATION SKILLS (Consider ratee's ability to organize and express ideas)

<input type="checkbox"/> Unable to communicate effectively	<input type="checkbox"/> Organizes and expresses thoughts satisfactorily	<input type="checkbox"/> Organizes and expresses ideas clearly and concisely	<input checked="" type="checkbox"/> Highly skilled writer and communicator
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OCT 20 1997 PREVIOUS EDITIONS ARE OBSOLETE

DPPB 9801061

IV. PROMOTION RECOMMENDATION <small>(Compare this ratee with others of the same grade and AFS. for CMSgts, this is a recommendation for increased responsibilities.)</small>					
RECOMMENDATION	NOT RECOMMENOE0	NOT RECOMMENDED AT THIS TIME	CONSIDER	READY	IMMEDIATE PROMOTION
RATER'S RECOMMENDATION	1	2	3	4	<input checked="" type="checkbox"/>
RATER'S RATER'S RECOMMENDATION	1	2	3	4	<input checked="" type="checkbox"/>

V. RATER'S COMMENTS

- Unmatched leader and superb manager--took his element to heights thought impossible before his arrival
- Directed initial beddown of GBU-15/AGM-130 precision strike weapon systems--found and fixed several equipment, manning, training, and funding shortfalls--enabled Wing to meet critical wartime taskings
- Led charge to help fix flight's dilapidated facilities--inspection and correction program termed "Strength" by Munitions Team Chief during the Wing's December 1996 HQ PACAF Quality Air Force Assessment
- Continued to validate inspection procedures for over 90 structures and 10,000 line items--pivotal to Wing's "Excellent" rating and squadron winning 1996 USAF Maintenance Effectiveness Award
- Realigned munitions work force--placed civilians in non-critical positions, releasing military personnel to warfighting positions--enhanced flight's ability to successfully accommodate critical wartime activity
- Spearheaded effort to completely revise Base Support Plan (BSP) and Munitions Employment Plan (MEP)
- Coordinated deploying force equipment and munitions requirements and developed comprehensive production, flow, and reception plans--made BSP and MEP highly effective war-planning tools
- Superstar whose performance and potential are outstanding. Promote now and make him a flight chief

certify that in accordance with AFI 36-2403 an initial leedback session was conducted on 4 Apr 96, and a midterm leedback session was conducted on 16 Aug 96. (If not accomplished state the reason).

NAME, GRADE, BR OF SVC, ORGN, COMO & LOCATION	DUTY TITLE	DATE
[REDACTED]	Ammo Chief	4 Feb 97
SSN	SIGNATURE	
[REDACTED]	[REDACTED]	

VI. RATER'S RATER'S COMMENTS	<input checked="" type="checkbox"/> CONCUR	<input type="checkbox"/> NONCONCUR
<ul style="list-style-type: none"> - Recognized Wing leader with a warrior spirit--aggressive, dedicated, intelligent--leading the Wolf Pack - Led flight through near-perfect L996 Department of Defense Explosive Safety Board inspection--incredible - Directed production of 2,000 bombs supporting 850 sorties during highly successful Cope Thunder '96 - Coordinated massive munitions realignment with 7 AF and PACAF, identified 77,000 excess munitions for redistribution, freed up over 7,500 sq feet of storage space--critical for beddown of follow-on forces - Make him an AMMO Flight Chief--his potential can only be realized in this job--promote immediately 		

NAME, GRADE, BR OF SVC, ORGN, COMO & LOCATION	DUTY TITLE	DATE
[REDACTED]	OIC, Munitions Flight	4 Feb 97
SSN	SIGNATURE	
[REDACTED]	[REDACTED]	

VII. INDORSER'S COMMENTS	<input checked="" type="checkbox"/> CONCUR	<input type="checkbox"/> NONCONCUR
<ul style="list-style-type: none"> - Exceptional leader--the person I turn to for critical, on-the-spot munitions-related logistics decisions -- Introduced improved munitions prepositioning and flow plans--cut generation times by over 30 percent - Crucial player in Wolf Pack's "Excellent" aircraft generation during Jan 97 HQ PACAF Initial Response Readiness Inspection--constant defect-free munitions flow resulted in 48 F-16s generated in under 10 hours - Brilliant leadership and insight--top 1 percent--ready to be a flight chief and Chief Master Sergeant now! 		

NAME, GRADE, BR OF SVC, ORGN, COMO & LOCATION	DUTY TITLE	DATE
[REDACTED]	Commander	4 Mar 97
SSN	SIGNATURE	
[REDACTED]	[REDACTED]	

VIII. FINAL EVALUATOR'S POSITION	IX. TIME-IN-GRADE ELIGIBLE	X. COMMANDER'S REVIEW
<input checked="" type="checkbox"/> SENIOR RATER	<input type="checkbox"/> YES	<input checked="" type="checkbox"/> CONCUR
<input type="checkbox"/> SENIOR RATER'S DEPUTY	<input type="checkbox"/> NO	<input type="checkbox"/> NONCONCUR (Attach AF Form 77)
<input type="checkbox"/> INTERMEDIATE LEVEL		SIGNATURE
<input type="checkbox"/> LOWER LEVEL		[REDACTED]

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